

AB 2970 – Teacher Recruitment and Retention Act of 2006

Assemblymember Fran Pavley

IN BRIEF

Provides incentives to attract more individuals to the teaching profession and encourages experienced educators to teach in low-performing schools.

THE ISSUE

California will likely face a shortage of 100,000 teachers within 10 years.

One-third of California's teachers who are currently older than 50 are projected to retire in coming years. Of its 306,000 teachers, California now has 97,000 who are older than 50, about half of whom are older than 55.

Twenty two percent of teachers leave the profession by the end of their fourth year.

Enrollment has been dropping in teaching-preparation programs in the state - from 76,000 in 2002 to 67,500 in 2004.

Schools that rated lowest in the Academic Performance Index are five times more likely to have under-prepared teachers than higher-performing schools.

EXISTING LAW

Many teacher recruitment and retention programs have been scaled back or cut in recent years because of California's budget deficit. State funding for teacher development programs, such as Peer Assistance and Review, was reduced from \$222 million in 2000-01 to \$63 million in 2004-05.

THE SOLUTION

The Teacher Recruitment and Retention Act of 2006 will address the impending teacher shortage crisis by attracting new teachers to the classroom and encouraging experienced educators to teach in low-performing schools. This important legislation will consist of the following components:

1. Loan forgiveness for teachers who commit to work in a high priority school for two or more years.
2. "Teach California" website to be developed by the Department of Education and County Offices of Education which will inform existing and prospective teachers about mortgage assistance and other statewide and regional incentives available to teachers.

3. Streamlined credential process for out-of-state teachers applying to the Commission on Teacher Credentialing.

4. Establishing a "Decile One School Improvement Fund" to focus resources to our State's neediest classrooms.

5. Fully fund the Peer Assistance Review program for decile one schools to ensure beginning teachers get the mentoring they need from experienced educators.

6. Incentives to bring retired teachers, mentors, administrators, and nurses back to school.

7. Creates the Early Teacher Support Pilot Project which was developed in the Education Committee's SAI working group.

BACKGROUND

Two reports were released earlier in the year highlighting the need for more teachers:

Retention of New Teachers in California, Public Policy Institute of CA

- Increasing teacher retention helps not only to raise test scores and school quality but also to address the current shortfall of fully credentialed teachers in California's public schools.
- Professional development and compensation programs implemented in the 1990s contributed to a decrease in teacher turnover.

The Status of the Teaching Profession 2005, The Center for the Future of Teaching and Learning

- Our projections show that CA is likely to face severe teacher shortages and that the pipeline preparing and training teachers has substantial problems.
- The state has eliminated dollars to recruit new teachers or offer incentives to persuade accomplished teachers to work in our most challenging schools.

SUPPORT

California Teachers Association, United Teachers Los Angeles, LAUSD, CA Retired Teachers Association

FOR MORE INFORMATION

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